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AGU-0605

SAN FRANCISCO
HUMAN RIGHTS COMMISSION

EMPLOYMENT COMMITTEE

AGENDAS

1989 - 1997

This volume includes Agendas only. Minutes of these meetings are not available.

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

SF
180.40
1
1/19/89

TO: Employment Committee

FROM: Commissioner Frankie Gillette. Chair
Employment Committee

DOCUMENTS DEPT.
JAN 18 1989
SAN FRANCISCO
PUBLIC LIBRARY

RE: Employment Committee Meeting

Date: Thursday, January 19, 1989
Time: 9:30 A.M. to 11:00 A.M.
Place: 1850 Mission Street
San Francisco, CA 94103
(Between 14th and 15th Streets)

Please use side entrance to Parking Lot

Please notify Carmen Smith at the HRC Office prior to the meeting if you are unable to attend.

AGENDA

1. Approval of the Minutes of the meeting of December 1, 1988
2. Staff Report
3. Committee Orientation: Policies, Procedures, Program Format
4. Conflict Of Interest
5. Handicap Legislation, 504
6. Presentation: Business Merger's & Buy-Out Rights, Rod Palmer
7. New Business
8. Calendar Matters
9. Adjournment

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

SF
H80.40
#1
2/2/89

TO: Employment Committee

FROM: Commissioner Frankie Gillette, Chairperson
Employment Committee

RE: Employment Committee Meeting

DOCUMENTS DEPT.
JAN 30 1989
SAN FRANCISCO
PUBLIC LIBRARY

Date: Thursday, February 2, 1989
Time: 9:30 A.M. to 11:00 A.M.
Place: 1850 Mission Street
San Francisco, CA 94103

Please use side entrance to Parking Lot

Please notify Carmen Smith at the HRC Office prior to the meeting if you are unable to attend.

A G E N D A

1. Approval of the Minutes of the meeting of January 19, 1989
2. Staff Report
3. Discussion: Committee Mission Statement / Goals
4. Airport Monitoring / Gary Wong
5. Presentation: Business Merger's & Buy-Out Rights / Rod Palmer
6. New Business
7. Calendar Matters
8. Adjournment

CS/cs

(415) 558-4901 Suite 501, 1095 Market St 94103

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City and County of San Francisco

Human Rights Commission
Office of Contract Compliance
Office of Dispute Resolution

SF
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#1
3/2/89

CITY AND COUNTY OF SAN FRANCISCO

MEMORANDUM

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

To: Members Of The Employment Committee

Date: February 27, 1989

DOCUMENTS DEPT.
FEB 28 1989
SAN FRANCISCO
PUBLIC LIBRARY

From: Commissioner Frankie J. Gillette, Chairperson

RE: Employment Committee Meeting

Date: Thursday, March 2, 1989
Time: 9:30 A.M.
Place: 1850 Mission Street
San Francisco, CA 94103 (Between 14th and 15th Streets)

Please use side entrance to Parking Lot

Please notify Carmen Smith at the HRC Office prior to the meeting if you are unable to attend.

AGENDA

1. Review of the Minutes of the previous meeting
2. Staff Report - Carmen Smith/ Gary Wong
3. Committee Membership Discussion
4. Mission Statement/ Committee Members
5. Presentation: Business Merger's & Buy-Out Rights/ Rod Palmer
6. New Business
7. Calendar Matters
8. Adjournment

Note: This is a public meeting. At the discretion of the Chairperson, public comment may be heard after discussion of a specific item on the agenda.

CDS

City and County of San Francisco

Human Rights Commission
Office of Contract Compliance
Office of Dispute Resolution

SF
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4/6/89

CITY AND COUNTY OF SAN FRANCISCO

MEMORANDUM

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

To: Employment Committee Members

Date: March 29, 1989

From: Commissioner Frankie J. Gillette
Chairperson

DOCUMENTS DEPT.
MAR 31 1989
SAN FRANCISCO
PUBLIC LIBRARY

Re: Employment Committee Meeting

DATE: Thursday, April 6, 1989
TIME: 9:30 A.M.
PLACE: 1850 Mission Street (Ground Floor)
San Francisco, CA 94103 (Between 14th & 15th Sts.)

Please use side entrance to Parking Lot,

Please notify Carmen Smith at the HRC Office prior to the meeting if you are unable to attend.

AGENDA

1. Review of the Minutes of the previous meeting
2. Introductory Remarks/Peter M. Jamero, Director, Human Rights Commission
3. Staff Report/Carmen Smith (General)
4. Staff Report/Gary Wong/Airport Monitoring
5. Presentation: Business Merger's & Buy-out Rights/Rod Palmer
6. Committee Membership/Commissioner Frankie J. Gillette
7. New Business
8. Calendar Matters
9. Adjournment

NOTE: This is a public meeting. At the discretion of the Chairperson, public comment may be heard after discussion of a specific item on the agenda.

CS:ad

CITY AND COUNTY OF SAN FRANCISCO

MEMORANDUM

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

To: Employment Committee

Date: May 25, 1989

From: Commissioner Frankie J. Gillette
Chairperson

DOCUMENTS DEPT.
MAY 31 1989
SAN FRANCISCO
PUBLIC LIBRARY

Re: Employment Committee Meeting

SF
480.40
6/1/89

DATE: Thursday, June 1, 1989
TIME: 9:30 - 11:00 A.M.
PLACE: 1st Nationwide Bank Corporate Offices
706 Mission Street (Ground Floor Entrance)
(Between 3rd & 4th Streets)
San Francisco, CA 94103

AGENDA

1. Approval of the Minutes of the Meeting of May 4, 1989
2. Staff Report/Carmen Smith
3. Presentation: Naturalization and Immigration of Aliens/1990 Census-
Richard Takei
4. Committee Report - Leveraged Buy Outs (LBO's)- Kewvin Wadsworth
5. Informational Items - Eric Mar
6. New Business
7. Calendar Matters
8. Adjournment

NOTE: This is a public meeting. At the discretion of the Chairperson, public comment may be heard after discussion of a specific item on the agenda.

FJG:CS:np

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

30.40
1
6/89

TO: Employment Committee

FROM: Commissioner Frankie J. Gillette
Chairperson

RE: Employment Committee Meeting

DOCUMENTS DEPT.
JUL 5 1989
SAN FRANCISCO
PUBLIC LIBRARY

Date: Thursday, July 6, 1989
Time: 9:30 - 11:00 A.M.
Place: 1st Nationwide Bank Corporate Offices
706 Mission Street (Ground Floor)
(Between 3rd & 4th Streets)
San Francisco, CA 94103

A G E N D A

1. Approval of the Minutes of the meeting of June 1, 1989
2. Staff Report / Carmen Smith
3. Mission Statement (Final Draft) / Commissioner Frankie Gillette
4. S.F. Joint Apprenticeship and Training Committee / John Scott
5. Old Business
   Leverage Buy-Outs (LBO'S) / Recommendations Discussion
6. New Business
7. Calendar Matters
8. Adjournment

Note: This is a public meeting. At the discretion of the Chairperson, public comment may be heard after discussion of a specific item on the agenda.

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

City and County of San Francisco

Human Rights Commission
Office of Contract Compliance
Office of Dispute Resolution

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8/3/89

CITY AND COUNTY OF SAN FRANCISCO

MEMORANDUM

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

To: Employment Committee

Date: July 18, 1989

From: Commissioner Frankie J. Gillette, Chairperson

Re: Employment Committee Meeting

DOCUMENTS DEPT.
JUL 24 1989
SAN FRANCISCO
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Date: Thursday, August 3, 1989
Time: 9:30 - 11:00 A.M.
Place: 1850 Mission Street (Ground Floor)
(Between 14th and 15th Streets)
San Francisco, CA 94103

Please use side entrance to Parking Lot.

AGENDA

1. Approval of the minutes of the previous meeting.
2. Staff Report.
3. Mission Statement Structure/Sub-Committee Report.
4. S. F. Joint Apprenticeship and Training Committee - John Scott
   (Continuation from previous Meeting)
5. Old Business
   A. Leverage Buy-Outs (LBO's) - Kevin Wadsworth
      (Recommendations)
6. New Business.
7. Calendar Matters.
8. Adjournment

*NOTE: This is a public meeting. At the discretion of the Chairperson, public comment may be heard after discussion of a specific item on the agenda.

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CITY AND COUNTY OF SAN FRANCISCO

M E M O R A N D U M

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco, CA 94103
558-4901

To: Employment Committee

Date: September 1, 1989

From: Commissioner Frankie J. Gillette, Chair
Employment Committee

Re: Employment Committee Meeting

Date: Thursday, September 7, 1989
Time: 9:00 A.M. - 11:00 A.M.
Place: State Building
350 McAllister Street, Room 1200
San Francisco, CA 94102

A G E N D A

1. Approval of the Minutes of the meeting of August 3, 1989.

2. Staff Report.

3. Presentation: Asian American Immigration & Employment Opportunities - Tse Ming Tam.

4. Summer Jobs Public Hearing Update - Commissioner Frankie Gillette.

5. Old Busines.

6. New Business
   A. Special Projects - Commissioner Frankie Gillette.

7. Calendar Matters.

8. Adjournment.

Note: This is a public meeting. At the discretion of the Chairperson, public comment may be heard after discussion of a specific item on the Agenda.

CS:bct

(CS/Agenda)bct

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

SF
H80.40
#1
6/7/90

MEMORANDUM

To: Employment Committee Members

Date: May 24, 1990

From: Commissioner Frankie J. Gillette
Chair

Re: Employment Committee Meeting

DOCUMENTS DEPT.
MAY 31 1990
SAN FRANCISCO
PUBLIC LIBRARY

DATE: Thursday, June 7, 1990
TIME: 9 a.m. - 11 a.m.
PLACE: War Memorial Veteran's Building
401 Van Ness Avenue
Room 110-B

If you are unable to attend the meeting, please notify James Fields, HRC staff, at 558-4901.

AGENDA

1. Introduction of Staff

2. Approval of the Minutes for April 5, 1990

3. Staff Report
   a. Contract Compliance Representative exam
   b. Select Committee for African American Parity
   c. Moscone Center expansion - Mr. Nat Mason

4. Community-Labor, Education and Research Project
   - Ms. Angie Fa, Coordinator, Hotel Parc 55 presentation

5. Old Business
   a. CAA tape review of comments made about Asian laborers

6. New Business

NOTE: This is a public meeting. At the discretion of the Chairperson, public comment may be heard after discussion of a specific item on the agenda.

JF:ad
[JF]ANH-6

(415) 558-4901 Suite 501, 1095 Market Street San Francisco 94103

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

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#1
8/9/90

M E M O R A N D U M

To: Employment Committee Members **Date:** July 26, 1990

From: Commissioner Frankie Gillette
Chair

Re: Employment Committee Meeting

DOCUMENTS DEPT.
AUG 9 1990
SAN FRANCISCO
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MEETING

DATE: Thursday, August 9, 1990

TIME: 9:00 A.M - 11:00 A.M.

PLACE: Veterans War Memorial Building
401 Van Ness Avenue, Room 110-B
San Francisco, CA 94102

If you are unable to attend the meeting, please notify James Fields HRC staff at 558-4901.

A G E N D A

1. Approval of Minutes for June 7, 1990, (NO QUORUM present at July 10, 1990 meeting)

2. Approval of Minutes for July 10, 1990 meeting

3. Staff Report

4. Presentation

   Mr. Dan King, General Manager, Hotel Parc'55

5. New Business

6. Old Business

   A. HRC Award of Excellence

7. Calendar Matters

8. Adjournment

JF/bct
(1.48 Agenda)CORRES

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

SF
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#1
10-4-90

MEMORANDUM

To: Employment Committee Members **Date:** September 26, 1990

From: Commissioner Frankie J. Gillette

Re: Employment Committee Meeting

OCT 2 - 1990
PUBLIC LIBRARY

REMINDER OF MEETING

DATE: Thursday, October 4, 1990

TIME: 9:00 A.M - 11:00 A.M.

PLACE: Veterans War Memorial Building
401 Van Ness Avenue, Room 110-B
San Francisco, CA 94102

If you are unable to attend the meeting, please notify James Fields, HRC Staff at 558-4901.

AGENDA

1. **Approval of the Minutes for:**
   a. August 9, 1990
   b. July 10, 1990
   c. June 7, 1990

2. **Staff Report** James Fields

3. **Presentation**

   Ms. Sheri Chiesa, President
   Hotel and Restaurant Employees
   and Bartenders Union Local 2
   Topic: Affirmative Action in the Hotel Industry

4. **New Business**

   Port of San Francisco Tours

5. **Old Business**

6. **Calendar Matters**

7. **Adjournment**

FJG:JF:bct
Agenda)FIXED

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

SF
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#1
10/23/90

MEMORANDUM

TO: Employment Committee Members **DATE:** October 23, 1990

FROM: Commissioner Frankie-Jacobs Gillette
Chair

RE: Employment Committee Meeting

MEETING

DATE: November 1, 1990

TIME: 9:00 A.M. - 11:00 A.M.

PLACE: Veterans War Memorial Building
401 Van Ness Avenue, Room 110-B
San Francisco, CA 94102

If you are unable to attend the meeting, please notify James Fields HRC staff at 558-4901.

AGENDA

1. Approval of Minutes for October 4, 1990
2. Staff Report — James Fields
3. Discussion: HRC Policy on Minorities and Women in the Workforce — James Fields
4. New Business: Mayor's Executive Directive
5. Old Business: Parc Fifty five Hotel, Continuance
6. Calendar Matters
7. Adjournment

DOCUMENTS
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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

SF
180.40
#1
2/6/90

M E M O R A N D U M

TO: Members, Employment Committee DATE: November 30, 1990

From: Frankie Jacobs-Gillette, Chairperson

RE: Notice of Meeting

DOCUMENTS DEPT.
DEC
PUBLIC

DATE: Thursday, December 6, 1990
TIME: 9 a.m. - 11 a.m.
PLACE: War Memorial Veteran's Building
Room 110-B
401 Van Ness Avenue
San Francisco, CA 94102

If you are unable to attend the meeting, please notify James Fields at 558-4901.

A G E N D A

1. Approval of the Minutes for November 1, 1990

2. Staff Report — James Fields

3. Topic of Discussion: "Hometown Plan" — Mr. Benson Hattem, Affirmative Action Officer, San Francisco Redevelopment Agency

4. Old Business

5. New Business
   a. Youth employment planning session

6. Calendar Matters

7. Announcements

8. Adjournment

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3/91

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

M E M O R A N D U M

TO: Members, Employment Committee December 28, 1990

FROM: Commissioner Frankie Jacobs-Gillette, Chairperson

RE: Employment Committee Meeting

DATE: Thursday, January 3, 1991
TIME: 9 a.m. - 11 a.m.
PLACE: War Memorial Veteran's Building
Room 110B
401 Van Ness Avenue
San Francisco, CA 94102

If you are unable to attend the meeting, please contact James Fields at 558-4901.

A G E N D A

1. Approval of the December 6, 1990 minutes

2. Staff Report
   a. Update on Youth Employment Report
   b. Update on Ritz-Carlton hotel letter

3. Discussion: Hometown Plan continued

4. Old Business
   a. Hotel Industry

5. New Business

6. Calendar Matters

7. Adjournment

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JAN 4 1991

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise

Office of Contract Compliance

Office of Dispute Resolution

SF
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#1
2/7/91

MEMORANDUM

TO: Employment Committee Members **DATE:** January 31, 1991

FROM: Commissioner Frankie Jacobs-Gillette
Chair

RE: Employment Committee Meeting

MEETING

DATE: Thursday, February 7, 1991

TIME: 9:00 A.M. - 11:00 A.M.

PLACE: Veterans War Memorial Building
401 Van Ness Ave., Room 110-B
San Francisco, CA 94102

If you are unable to attend the meeting, please notify James Fields HRC staff at 558-4901.

AGENDA

1. Approval of Minutes for January 3, 1991
2. Staff Report - James Fields
3. Committee Discussion
   a. Ritz-Carlton Hotel
   b. Subcontracting Program
4. New Business
5. Old Business
   a. Division of Apprenticeship Standards
   b. Summer Youth Employment
6. Calendar Matters
7. Adjournment

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City and County of San Francisco

Human Rights Commission
Office of Contract Compliance
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3-7-91

CITY AND COUNTY OF SAN FRANCISCO

MEMORANDUM

From the Office of the
HUMAN RIGHTS COMMISSION

1095 Market Street - #501
San Francisco 94103
558-4901

To: Employment Committee Members

Date: March 1, 1990

From: Commissioner Frankie Jacobs-Gillette, Chair

RE: Employment Committee Meeting

DOCUMENTS DEPT.
MAR 5 - 1991
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MEETING

DATE: Thursday March 7, 1991

TIME: 9:00 A.M. - 11:00 A.M.

PLACE: Veteran's War Memorial Building
401 Van Ness Avenue, Room 110-B
San Francisco, CA 94102

If you are unable to attend, please contact James Fields, HRC staff at 558-4901.

AGENDA

1. Approval of Minutes for January 3, 1991
2. Staff Report James Fields
3. Committee Discussion Ritz-Carlton Hotel
4. New Business
5. Old Business
6. Calendar Matters
7. Adjournment

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

30.40

4/91

M E M O R A N D U M

TO: Employment Committee Members

DATE: April 2, 1991

FROM: Commissioner Lawrence B. Martin, Chairperson

RE: Employment Committee Meeting

MEETING

DATE: Thursday, April 4, 1991

TIME: 9:00 A.M. - 11:00 A.M.

PLACE: Veterans War Memorial Building
401 Van Ness Ave., Room 110-B

AGENDA

1. Approval of the Minutes for March 7, 1991.

2. Staff Report
   a. 1990 Employment Committee Report

3. Committee Discussion
   a. Ritz Carlton Hotel

4. New Business

5. Old Business

6. Calendar Matters

7. Adjournment

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

M E M O R A N D U M

To: Employment Committee Members

Date: April 16, 1991

From: Commissioner Lawrence B. Martin
Chairperson

Subj: Employment Committee Meeting

DOCUMENTS DEPT.
APR 23 RECD
SAN FRANCISCO
PUBLIC LIBRARY

DATE: Thursday, April 18, 1991
TIME: 9 a.m. - 11 a.m.
PLACE: War Memorial Veterans' Building
Room 110-B
401 Van Ness Avenue
San Francisco, CA 94102

If you are unable to attend the meeting, please notify James Fields at 252-2500.

AGENDA

1. Approval of the Minutes of the March 7, 1991 meeting

2. Presantation: Proposed regulations for EEOC implementation of Title 1 of; Americans with Disabilities Act. — Ms. Gail Roberts, Coordinator, HRC

3. New Business

4. Old Business
   a. Affirmative Action in the Hotel Industry

5. Calendar Matters

6. Announcements

7. Adjournment

(415) 252-2500 1170 Market St., #500 San Francisco 94102-4908

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

M E M O R A N D U M

TO: Members, Employment Committee April 29, 1991

FROM: Commissioner Lawrence B. Martin
Chairperson

SUBJECT: Notice of Meeting

MEETING

DATE: Thursday, May 2, 1991

Time: 9:00A.M. to 11:00 A.M.

Place: Human Rights Commission
1170 Market Street, Suite 6I
San Francisco, CA 94102

If you are unable to attend please notify James Fields of HRC at 252-2500.

A G E N D A

1. Approval of the Minutes for April 18, 1991
2. Staff Report — James Fields
3. Presantation: Student Opportunities and Resources (S.O.A.R.) — Mr. Tony Lincoln & Mr. Larry Chew
4. New Business
   a. New Committee Membership Recruitment
5. Unfinished Business
   a. Ritz-Carlton
6. Calendar Matters
7. Announcements
8. Adjournment

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MAY 1991
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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

M E M O R A N D U M

To: Members, Employment Committee

Date: May 24, 1991

From: Commissioner Lawrence B. Martin
Chairperson

Subj: Notice of Meeting

DOCUMENTS DEPT.
JUN 4 1991
SAN FRANCISCO
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DATE: Thursday, June 6, 1991
TIME: 4:30 p.m. to 6:30 p.m.
PLACE: Human Rights Commission
1170 Market Street, Suite 5I
San Francisco, CA 94102

If you are unable to attend please notify James Fields of HRC at 252-2500.

A G E N D A

1. Approval of the Minutes for April 18, 1991, and the Minutes for May 2, 1991

2. Staff Report: James Fields

   a. Select Committee for African-American (SCAAP)
   b. Student Opportunities and Resources (S.O.A.R.)

3. Presentation: International Union of Security Officers
   - Ms. Ellie Chubbs, Senior International Representative
   - Ms. Esther Ruiz, International Representative

4. New Business

5. Unfinished Business

   a. New Membership
   b. Ritz-Carlton Hotel

6. Calendar Matter

7. Announcements

8. Adjournment

JF:ad

[JF-5]CLERK

(415) 252-2500 1170 Market St., #500 San Francisco, CA 94102- 4908

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

M E M O R A N D U M

TO : Employment Committee Members DATE: May 5, 1992

FROM : Commissioner Lawrence B. Martin
Chairperson

Commissioner Father Peter Sammon
Vice-Chair

SUBJECT: **EMPLOYMENT COMMITTEE MEETING**

DATE : Thursday, May 7, 1992

TIME : 2:00 p.m.

PLACE: Human Rights Commission
1170 Market Street
5th Floor Conference Room
San Francisco, CA 94102

AGENDA

1. Call to Order
2. Approval of the Minutes
3. Introduction
4. Commissioner Report
5. Staff Report
6. Fire Dept. Recruitment Data . . . . . James Fields, HRC
7. Polk Street Garage Project . . . . . Nat Mason, HRC
8. Significant Construction Proj. (Non-City) . Mimi Kuo & Bonita Chang, CAA
9. CAAP (Press Conf.)
10. Announcements/Calendar Matters
11. Adjournment

DOCUMENTS DEPT.
MAY 7 1992
SAN FRANCISCO

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

M E M O R A N D U M

TO: Employment Committee Members

DATE: June 1, 1992

FROM: Commissioner Lawrence B. Martin
Chair

Commissioner Father Peter Sammon
Vice-Chair

RE: EMPLOYMENT COMMITTEE MEETING

DATE: Thursday, June 4, 1992

TIME: 2:00 P.M.

PLACE: Human Rights Commission
1170 Market Street
5th Floor Conference Room
San Francisco, CA 94102

A G E N D A

DOCUMENTS DEPT.
JUN 2 1992
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1. Call to Order
2. Approval of the Minutes
3. Introduction
4. Commissioner Report
5. Staff Report
6. a. Host International
   b. CAAP Update
   c. City-Wide Jobs Fair — James Fields
7. Presentation
   Vocational Program
   Juvenile Probation Department — Mr. Robert Price
8. Announcements
9. Adjournment

JF:np
EMP/JF[IBM4]

(415) 252-2500 1170 Market St., #500 San Francisco, CA 94102- 4908

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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NOV 25 1992
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MEMORANDUM

DATE: November 24, 1992

TO: Employment Committee Members

FROM: Commissioner Lawrence B. Martin, Chairperson
Commissioner Sharon Gadberry, Vice-Chairperson

SUBJECT: Employment Committee Meeting

DATE: Thursday, December 3, 1992

TIME: 2:00 P.M.

PLACE: Human Rights Commission
1170 Market Street
5th Floor Conference Room
San Francisco, CA 94102

AGENDA

1. Call to Order
2. Approval of the Minutes
3. Introduction
4. Commissioner Report
5. Staff Report
6. Civil Rights Issues Facing Asian Americans in the 1990s - A Report by the U.S. Commission on Civil Rights
7. Broken ladder '92: Asian Americans in City Government - A Report by the Chinese for Affirmative Action
8. Impact of S.F. City and County budget cuts on public employees
9. Local Resident Hiring Policies for City Construction Contracts.

(Cont.)

10. Proposal to review, evaluate and revise the affirmative action employment goals for the City's (HRC) Construction Program.

11. Changing Ethnic Identity

12. Announcements/Calendar Matters

13. Adjournment

Committee Members: Please notify Frank Anderson at the HRC offices at 252-2503, if you are unable to attend this meeting.

NOTE: This meeting location is wheelchair accessible. Sign language interpreters will be provided upon request. To arrange for an interpreter, please contact Gail P. Roberts at 252-2508 (Voice) OR 252-2550 (TTD) at least 72 hours prior to the meeting.

FA:np EMP.FA[WP]

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

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MEMORANDUM

DATE: January 29, 1993

TO: Employment Committee Members

FROM: Commissioner Lawrence B. Martin, Chairperson
Commissioner Sharon Gadberry, Vice-Chairperson

SUBJECT: Employment Committee Meeting

Agenda (over)

DATE: Thursday, February 4, 1993

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, California 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if you are unable to attend this meeting.

American Sign Language interpreters and an FM Amplification System provided upon request with 72 hour advance notice.
Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces.
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A G E N D A

1. Call to Order
2. Introduction
3. Approval of the Minutes
4. Commissioner Report
5. Staff Report
6. Proposal to review, evaluate and revise the affirmative action employment goals for the City's (HRC) Construction Program... Subcommittee status report
7. City Departments Affirmative Action Plans... Request for HRC's Approval
8. Employment Opportunities 1000
9. S.F. International Airport Proposed Expansion Program
10. Proposed Public Work Projects
11. Moscone Center Expansion... Close out report
12. Concerns
13. Announcements/Calendar Matters
14. Adjournment

FA:np

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

MEMORANDUM

Revised March 2, 1993

February 25, 1993

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TO: Employment Committee Members

FROM: Commissioner Lawrence B. Martin, Chairperson
Commissioner Sharon Gadberry, Vice-Chairperson

SUBJECT: Employment Committee Meeting

DATE: Thursday, March 4, 1993

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, California 94102

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Revised March 2, 1993

AGENDA

1. Call to Order

2. Introduction

3. Approval of the Minutes

4. Commissioner Report

5. Staff Report
   -Request for endorsement of Earth Day

6. Proposal to review, evaluate and revise the affirmative action employment goals for the City's (HRC) Construction Program... Subcommittee status report as of March 3, 1993.

7. Proposed Public Work Projects

8. Moscone Center Expansion... Close out report

9. Status report on City Departments Affirmative Action plans and
   - Request for HRC approval of the Fine Arts Museum's plan

10. Discussion and evaluation of the HRC's Census Workshop of February 22, 1993

11. The Unfinished Agenda: The Economic Status of African Americans in San Francisco... 1964-1990

12. Concerns

13. Announcements/Calendar Matters

14. Adjournment

FA:np AG.FA2

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
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MEMORANDUM

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April 30, 1993

TO: Employment Committee Members

FROM: Commissioner Lawrence B. Martin, Chairperson
Commissioner Sharon Gadberry, Vice-Chairperson

SUBJECT: Employment Committee Meeting

Agenda

DATE: Thursday, May 6, 1993

TIME: 2:00 P.M. to 4:30 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, California 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if you are unable to attend this meeting.

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A G E N D A

1. Call to Order

2. Introduction

3. Approval of the Minutes

4. Commissioner Report

5. Staff Report
   - "San Francisco Sunshine Ordinance"
   - Resolution - re: Rodney King

6. H. R. 966 - The Unremunerated Work Act of 1993
   Representative of San Francisco Wages for Housework

7. 1993 Summer Youth Employment and Training
   Program - Barbara Valladares, Recruiter
   Horizons Unlimited of San Francisco, Inc.

8. Article 33; Recent State Court Decisions and
   Their Effects on San Francisco's "Lesbian/Gay
   Rights Law" - and The April 25, 1993 March on
   Washington - Larry Brinkin, Acting Coordinator,
   HRC - Lesbian/Gay/Bisexual Unit

9. Skycap Employment at SF International Airport -
   Richard Norton, HRC Representative

10. "The Unfinished Agenda" (The Economic Status of
    Americans in San Francisco); HRC's Committee on
    African American Parity - Panetta Scott, HRC
    Representative

11. Progress Report on New Sheriff's Facility Project -
    7062, Period Ending January 31, 1993 - Kevin Williams,
    HRC Contract Compliance Officer

12. Subcommittee to Review and Revise Workforce Goals for City and County Construction Contracts - James Fields, HRC Representative

13. City Departments Affirmative Action Plans:
Department of City Planning and the District Attorney's Office---
Request for HRC's Approval - Frank Anderson, Senior Contract Compliance Officer

14. Public Contract Laborer Residency Requirement---
City Attorney's Opinion;
Request to establish a subcommittee of the Employment Committee on the above referenced matter - Frank Anderson, HRC Senior Contract Compliance Officer

15. The construction of the Bush-Polk Garage ---Status Report - - Nat Mason, HRC Representative

16. Concerns

17. Announcements/Calendar Matters

18. Adjournment (Honoring Caesar Chavez)

FA:np AG.FA2

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
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MEMORANDUM

June 29, 1993

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Eugene Lumpkin, Vice-Chairperson

SUBJECT: Employment Committee Meeting

DATE: Thursday, July 8, 1993

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if you are unable to attend this meeting.

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AGENDA

1. Call to Order
2. Introduction
3. Approval of the Minutes
4. Commissioner Report
5. Staff Report
6. The Construction of the Bush-Polk Garage Report - Nat Mason, HRC Representative
7. The City's Budget and Its Impact on HRC's Concerns
8. City Employees' Re-Employment Consortium
9. Employment Committee Orientation/Planning Session
10. Concerns
11. Announcements
12. Adjournment

FA:se

6/24/93

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

AGENDA

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MEMORANDUM

July 29, 1993

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Eugene Lumpkin, Vice-Chairperson

SUBJECT: Employment Committee Meeting

DATE: Thursday, August 5, 1993

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if you are unable to attend this meeting.

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A G E N D A

1. *Call to Order*
2. *Introduction*
3. *Approval of the Minutes*
4. *Commissioner Report*
5. *Staff Report*
6. *Subcommittee to Review, Evaluate and Revise the Affirmative Action Goals for the City's (HRC) Construction Program --- status report.*
7. *New Ways Workers Program*
8. *City Employees' Re-Employment Consortium re: City Budget and its impact*
9. *Employment Committee Orientation/Planning Session*
10. *Concerns*
11. *Announcements*
12. *Adjournment*

FA:se

7/29/93

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

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MEMORANDUM

August 25, 1993

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson

SUBJECT: Employment Committee Meeting

DATE: Thursday, September 2, 1993

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if you are unable to attend this meeting.

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A G E N D A

1. *Call to Order*

2. *Introduction*

3. *Approval of the Minutes*

4. *Commissioner Report*

5. *Staff Report*

6. *The Lumpkin Matter:*

   - *"Mayor Frank Jordan Removes Reverend Lumpkin from Human Rights Commission" (Mayor's press release of August 23, 1993)*

   - *Rev. Eugene Lumpkin's press release of August 23, 1993*

   - *Human Rights Commission affirms commitment to civil rights for all resolution*

7. *Resolution: Dialogue towards healing and unity*

8. *Resolution: Impede Hate Crimes in San Francisco*

9. *Subcommittee to Review, Evaluate and Revise the Affirmative Action Goals for the City's (HRC) Construction Program --- status report.*

10. *Sunshine Ordinance*

11. *HRC's Non-Discrimination Poster*

12. *CAAP Committee Report...update*

13. *Residency requirement on public works projects*

14. *Lead Agency concept proposal*

15. *South Africa's Divestment Ordinance*

16. *Family and Medical Leave policy*

17. *Minimum Wage proposal*

18. *Employment committee planning session*

19. *Concerns*

20. *Announcements*

21. *Adjournment: In memory and recognition of San Francisco Fire Department Lieutenant jerry Butler, who died August 17, 1993 in the line of duty.*

FA:se

8/27/93

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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MEMORANDUM

September 30, 1993

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson

SUBJECT: Employment Committee Meeting

DATE: Thursday, October 7, 1993

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, California 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if you are unable to attend this meeting.

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A G E N D A

1. Call to Order

2. Introduction

3. Approval of the Minutes

4. Commissioner Report

5. Staff Report

6. Center for the Arts...Yerba Buena Gardens
   Francisco Garcia and Lorraine Garcia

7. S.F. Youth Guidance Center's Employment Program
   - Robert Price

8. National and Community Service Trust Act of 1993

9. Pacific Lithograph Plant Closure
   - Rudy Meraz

10. South Africa's Divestment Ordinance

11. Family and Medical Leave Policy

12. Minimum Wage Proposal

13. Residency Requirement on Public Works Projects

14. Construction Program Revised Goals...Subcommittee Report

15. Proposition L: Human Resources Department, CSC

16. Lead Agency concept proposal

17. City Employees' Re-Employment Consortium

18. National Health Care Plan

19. North American Free Trade Agreement

20. Multiculturalism and Employment

21. Job Training Programs (Private Industry Council, etc.)

22. City Departments Affirmative Action Employment Issues

23. U.S. Equal Employment Opportunity Commission Job Data Report (1990-91)

24. Department of Public Works (DPW) Construction Contracts

25. Mayor's Office of Community Development/Housing Projects

26. Employment Committee Planning Session

27. Concerns

28. Announcements

29. Adjournment

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City and County of San Francisco

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Edwin M. Lee
Director

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MEMORANDUM

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Jim Mayo, Vice-Chairperson

SUBJECT: Employment Committee Meeting

DATE: Thursday, November 4, 1993

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if you are unable to attend this meeting.

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AGENDA

1. Call to Order
2. Introduction
3. Approval of the Minutes
4. Commissioner Report
5. Staff Report
6. Election results - Employment Matters
7. Native Americans Employment/Economic Development
8. The Corporate Closet: Lesbian/Gay Professionals Employment Issues.
   Jeff Stelmach - Chevron
   Larry Brinkin - Human Rights Commission
9. Residency Requirement on Public Works Projects - Ballot
10. Lead Agency concept proposal - Ballot
11. S. F. Printing Industry
12. Construction Program Revised Goals...Subcommittee Report
13. Department of Public Works (DPW) Construction Projects - Update
14. S. F. Police Department's training video
15. Concerns
16. Announcements
17. Adjournment

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City and County of San Francisco

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Edwin M. Lee
Director

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MEMORANDUM

November 22, 1993

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Jim Mayo, Vice-Chairperson

SUBJECT: Employment Committee Meeting

DATE: Thursday, December 2, 1993

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if you are unable to attend this meeting.

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A G E N D A

1. Call to Order
2. Introduction
3. Approval of the Minutes
4. Commissioner Report
5. Staff Report and Updates
   - Native American Issues
   - S.F. Police Dept. training video
   - National Economic Development & Law Center
   - Residency requirement
   - Lead Agency
   - Training Programs
   - Employment Committee structure and organization
6. S.F. Printing Industry
7. HRC/Mayor's Office of Community Development and Housing Affirmative Action Report
8. City's Sexual Harassment Ordinance Annual Report
9. Presidio Plan
10. Mayor's State of the City Report
11. Concerns
12. Announcements
13. Adjournment

City and County of San Francisco

Edwin M. Lee
Director

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Agenda

December 28, 1993

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To: Employment Committee Members

From: Frank Anderson

Re: Employment Committee Meetings

The January 6, 1994 Committee meeting is cancelled, as per the Committee's tradition of not meeting in January .

The next scheduled Committee meeting is February 3, 1994; 2:00 p.m.

Happy New Year

(415) 252-2500 25 Van Ness Avenue Ste. 800 San Francisco, CA 94102-6033
FAX (415) 431-5764 • TDD (415) 252-2550

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

February 9, 1994

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TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Jim Mayo, Vice-Chairperson

SUBJECT: Employment Committee Meeting

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DATE: Tuesday, February 15, 1994

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if you are unable to attend this meeting.

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice.
Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces.
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AGENDA

1. Call to Order
2. Approval of the Minutes
3. Introduction
4. Commissioner Report
5. Staff Report
6. * Employment Committee Structure and Organization
7. * City's Sexual Harassment Ordinance Annual Report
8. * Presidio Plan
9. * Mayor's State of the City Report
10. San Francisco Fire Department Recruitment & Retention Plan/Drive 1994
11. Local Construction Employment Program ("Hire San Francisco Residents")

    RE: The Oakland, California Protype.
12. Concerns
13. Announcements
14. Adjournment

* Postponed from December 2, 1993 meeting.

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

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February 24, 1994

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Katheryn Fong, Vice-Chairperson

SUBJECT: Employment Committee Meeting

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Agenda

DATE: Thursday, March 3, 1994

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if you are unable to attend this meeting.

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AGENDA

1. Call to Order

2. Approval of the Minutes

3. Introduction

4. Commissioner Report

5. Staff Report

6. Revision of the HRC Construction Program Employment Goals: Final Action/Recommendation

7. Endorsement of the Bayview-Hunter's Point Job Fair of April 23, 1994

8. Celebration of Women History Month (March, 1994)
   Ms. Richey Rice Gore, PREP, Inc.

   - Acknowledgment and appreciation of HRC women (Commissioners, Staff and Committee members) during Women History Month.

9. Local Residency Requirement/Preference for Employment (continued discussion from meeting of February 15, 1994):

   - San Francisco Redevelopment Agency's experience with local residency employment programs -
   Mr. Ben Hattem, SFRA

10. Concerns

11. Announcements

12. Adjournment

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

April 27, 1994

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Katheryn Fong, Vice-Chairperson

SUBJECT: Employment Committee Meeting

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DATE: Thursday, May 5, 1994

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, twenty-four (24) hours in advance, if you are unable to attend this meeting.

American Sign Language interpreters and an FM Amplification System provided upon request with 72 hour advance notice.
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AGENDA

1. Call to Order

2. Approval of the Minutes:

   - April 7, 1994

3. Introduction

4. Commissioner Report

5. Staff Report

   - Committee Orientation

*6. Reinventing the Workforce: The Clinton Plan

*7. Community Development Program; an evaluation.

8. Architect/Engineering Training Program Goals.

9. Developing a plan/strategy to address bigotry in the workplace/community.

10. The Enterprise Zone Program

    Gail Goldman, Mayor's Office of Economic Planning & Development

11. Local Residency Requirement for Employment (Continued discussion); Supervisor Hallinan proposal.

12. Senate Bill No. 2022 (Bergeson)
    An act to amend Sections 12948 & 12970 of the Government Code, relating to employment

13. Assembly Bill No. 2199 (Brown, et al)
    Am act to amend Section 51 and 52 of the Civil Code and to amend Sections 12993 of the Government Code, relating to civil rights.

Sections 12993 of the Government Code, relating to civil rights.

14. City & County of San Francisco Charter Reform proposals

15. Concerns

16. Announcements/Calendar Matters

    - Next committee meeting: **June 2, 1994**

17. Adjournment

*Agenda items postponed from April 7, 1994 meeting

FA:se

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

MEMORANDUM

May 27, 1994

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TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Katheryn Fong, Vice-Chairperson

SUBJECT: Employment Committee Meeting

DATE: Thursday, June 2, 1994

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, if twenty-four (24) hours in advance, if you are unable to attend this meeting.

American Sign Language interpreters and an FM Amplification System provided upon request with 72 hour advance notice.
Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces.
Accessible BART station is the Civic Center Station.
Accessible MUNI lines are the 6, 7, 42, 47, 49 and 71 lines.
Accessible seating for persons with disabilities.
Meeting proceedings available in alternative formats.
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Please help the City to accommodate these individuals.
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AGENDA

1. Call to Order

2. Approval of the Minutes:
   - May 5, 1994

3. Introduction

4. Commissioner Report

5. Staff Report
   - Committee Orientation - Part II

6. *Senate Bill No. 2022 (Bergeson)
   An act to amend Sections 12948 & 12970 of the Government Code, relating to employment

7. *Assembly Bill No. 2199 (Brown, et al)
   Am act to amend Section 51 and 52 of the Civil Code and to amend Sections 12993 of the Government code, relating to civil rights.

8. City & County of San Francisco Charter Reform proposal regarding HRC.

9. Summer Jobs for Youth - 1994
   Jon Osaki, New Ways Workers

10. Employment issues in the Transgender Community
    Larry Brinkin, HRC

11. Concerns

12. Announcements/Calendar Matters
    - Next committee meeting: August 4, 1994
    - 30th Anniversary Celebration of HRC - July 28, 1994 - Yerba Buena Center for the Arts

13. Adjournment: In memory of Linell Harden and Bert Campbell

*Agenda items postponed from May 5, 1994 meeting

City and County of San Francisco

Edwin M. Lee
Director

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

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To: EMPLOYMENT COMMITTEE MEMBERS
From: Frank Anderson, Staff FA
Date: June 23, 1994

Re: Reminder: Committee Meeting Schedule

The Employment Committee meeting for July 7, 1994 has been cancelled by vote of the committee. The next regular meeting of the committee is Thursday, August 4, 1994; 2:00 p.m., HRC office.

Happy 4th of July!

(415) 252-2500 25 Van Ness Avenue Ste. 800 San Francisco, CA 94102-6033
FAX (415) 431-5764 • TDD (415) 252-2550

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

July 29, 1994

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Katheryn Fong, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, August 4, 1994

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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AGENDA

1. Call to Order

2. Approval of the Minutes.

3. Introduction

4. Commissioner Report

5. Staff Report

6. The Unfinished Agenda - Committee on African American Parity...James Martin, Consultant - Coordinator.

7. Assembly Constitutional Amendment No. 47 (Reverse Discrimination Initiative).

8. Mobilizing for Excellence - Youth Apprenticeship
   Rod Amis, Mariposa Youth Leadership & Education Services

9. Review of Professional Services Contract - Legal Services (Airport Commission)... Bob Alano, HRC Summer Intern. Panetta Scott, HRC Representative, Airport

10. Employment Committee's future plans and activities

11. Concerns

12. Announcements/Calendar Matters
    - Next committee meeting: May 5, 1994

13. Adjournment

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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MEMORANDUM

August 26, 1994

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Jim Mayo, Vice-Chairperson

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SUBJECT: Employment Committee Meeting

==========

Agenda

DATE: Thursday, September 1, 1994

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, twenty-four (24) hours in advance, if you are unable to attend this meeting.

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A G E N D A

1. Call to Order

2. Approval of Minutes

3. Introduction

4. Commissioner Report

5. Staff Report

6. Mayor's Criminal Justice Council - High Risk Disadvantaged Youth Employment Program, Millard Larkin II, Coordinator.

7. M.H.R.D.Y.E.P. Career & Employment Opportunity Fair September 7, 1994.

8. Census' racial designations.

9. San Francisco Police Department Consent Decree

10. Implementation of the Local Hiring Ordinance: Ideas and Recommendations.

11. Employment Committee's future plans and activities.

12. Concerns

13. Announcements/Calendar Matters
    - Next Committee meeting: October 6, 1994

14. Adjournment.

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

September 30, 1994

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Jim Mayo, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, October 6, 1994

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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AGENDA

1. Call to Order

2. Approval of Minutes:
   - June 2, 1994
   - August 4, 1994
   - September 1, 1994

3. Introduction

4. Commissioner Report

5. Staff Report

6. HRC Overview and Committee Guidelines

7. SEIU - City Employee Unions Contract

8. Ingleside Community Center Programs
   Gil Gordon, Executive Director

9. Housing Authority Settlement of Employee Lay-Off Issue.
   Jim Martin, CAAP Coordinator-Consultant

10. Implementation of the Local Hiring ordinance: Ideas and Recommendations.

11. Status of Community Based Employment Organizations and related resources.

12. Census designations: "One Drop of Blood"

13. Concerns

13. Announcements/Calendar Matters
    - Next committee meeting: November 3, 1994

14. Adjournment

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

October 28, 1994

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TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Jim Mayo, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, November 3, 1994

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, twenty-four (24) hours in advance, if you are unable to attend this meeting.

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AGENDA

1. Call to Order

2. Approval of Minutes
   - October 6, 1994

3. Introduction

4. Commissioner Report:
   - HRC Overview and Committee Guidelines

5. Staff Report

6. Census designations and related matters
   Henry Der, Executive Director
   Chinese for Affirmative Action

7. Intern Recruitment
   James Fields, HRC.

8. Architecture and Engineering Consulting Contracts at S.F. Airport: Affirmative Action Employment Program...Panetta Scott, HRC.

9. Report on HRC's hearing of October 27, 1994: RE: Racial and stereotypical paradigms from the morning show of KFRC.

10. Concerns

11. Announcements/Calendar Matters
    - Next Committee meeting: December 1, 1994

12. Adjournment.

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

November 23, 1994

TO: Employment Committee Members

FROM: Commissioner Sharon Gadberry, Chairperson
Commissioner Jim Mayo, Vice-Chairperson

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SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, December 1, 1994

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, twenty-four (24) hours in advance, if you are unable to attend this meeting.

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

AGENDA

1. Call to Order

2. Approval of Minutes
   - November 3, 1994

3. Introduction

4. Commissioner Report:

5. Staff Report

6. Intern Recruitment
   James Fields, HRC

7. "The Unfinished Agenda" - Status Report
   Jim Martin, CAAP Coordinator

8. Census designations and related matters.

9. Newspapers Youth Carriers Employment Issue.

10. Acknowledgement of Eunice Elton's distinguished public services career upon her retirement.

11. Concerns

12. Announcements/Calendar Matters
    - Next Committee meeting: February 2, 1995.

    (No meeting during the month of January 1994)

13. Adjournment.

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

December 19, 1994

To: Employment Committee Members

From: FA Frank Anderson, Staff

RE: Meeting Schedule

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Holiday Greetings!

There will be no Employment Committee meeting during the month of January, 1995.

The next Employment Committee meeting is scheduled for Thursday, February 2, 1995 - 2:00 p.m. This will be the last meeting of this committee's term.

The Employment Committee, along with other Commission committees, will be re-organized and re-constituted, under the newly elected Chair of the Commission. Committee members, as well as Commissioners assigned to Committees, serve at the pleasure of the Chair of the Commission.

It would be helpful if Employment Committee members would give serious thought to your interest, availability and commitment (regular attendance and participation) to continue to serve on the Committee. Please let me know your decision February 2, 1995, so I can forward this information to the Chair.

I anticipate 1995 to the "year of change", with major changes taking place at the local, state and federal levels of government. Employment policies and programs will be a high priority and a challenge. We will need a good committee to guide us.

Again, thank you for your support of the Commission's work and *Happy Holidays.*

FA:se

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

January 25, 1995

TO: Employment Committee Members

FROM: Commissioner Jim Mayo, Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, February 2, 1995

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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A G E N D A

1. *Call to Order*

2. *Approval of Minutes:*
   - *December 1, 1994*

3. *Introduction*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee membership and year-end evaluation.*

7. *Program review of HRC's Employment/Affirmative Action Unit.*

8. *Review of recent employment policies and programs.*

9. *Assembly Bill No. 24.*

10. *The status of Affirmative Action Programs.*

11. *Assembly Constitutional Amendment No.2*

12. *Committee on African American Parity*

13. *Concerns*

14. *Announcements/Calendar Matters*
    - *Next committee meeting: March 2, 1995*

15. *Adjournment*

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

M E M O R A N D U M

February 22, 1995

TO: Employment Committee Members

FROM: Frank Anderson, Staff

SUBJECT: Employment Committee Meeting

==========

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DATE: Thursday, March 2, 1995

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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A G E N D A

1. *Call to Order*

2. *Approval of Minutes:*
   - *February 2, 1995*

3. *Introduction*

4. *Commissioner Report*

5. *Staff Report*

6. *Acknowledgment of Jim Mayo's service and contributions and as Chair, Employment Committee and Commissioner, HRC.*

7. *Committee Membership, Orientation and Plans*

8. *Civil Service Commission Rule 1.03; City Employment Discrimination Complaint Issues.*

9. *Sexual Harassment:*
   - *COSW Report (August 1994)*
   - *Trades Task Force*

10. *University of California Regents discussion regarding the status of Affirmative Action.*

11. *Stop the attacks on Affirmative Action Coalition meeting...Update*

12. *Anti-hate mail at Univ. of California Boalt Hall Law School*

13. *Concerns*

14. *Announcements/Calendar Matters*
    - *Next committee meeting: April 6, 1995*

15. *Adjournment*

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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Agenda

M E M O R A N D U M

March 30, 1995

TO: Employment Committee Members

FROM: Commissioner Mary Gomez Daddio, Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, April 6, 1995

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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A G E N D A

1. *Call to Order*

2. *Approval of Minutes:*
   - *March 2, 1995*

3. *Introduction*

4. *Commissioner Report*

5. *Staff Report*

6. *The Unfinished Agenda - CAAP Status Report*
   Jim Martin, Coordinator - Consultant

7. *Police Department Employment Selection Process*
   Bonita Chang and Nat Mason

8. *Jobs Fair Reports:*
   - *Urban League Jobs Fair - Robert Rojas*
   - *Chinese For affirmative Action Jobs Fair - Bonita Chang*
   - *Trades Jobs Fair (Proposed) - Bonita Chang*

9. *Affirmative Action Education Forum/Project:*
   - *NAACP's response to attacks on affirmative action - Arthur Lewis*
   - *Stereotypes vs. Facts - Frank Anderson*

10. *Proposed revision of Civil Service Rule 1.03;*
    City Employment Discrimination Complaint Process
    Frank Anderson

11. *City departments affirmative action plans and the status of the City's workforce.* *Frank Anderson*

12. *Concerns*

13. *Announcements/Calendar Matters*
    - *Next committee meeting: May 4, 1995*

14. *Adjournment*

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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Agenda

MEMORANDUM

April 28, 1995

TO: Employment Committee Members

FROM: Commissioner Mary Gomez Daddio, Chairperson

SUBJECT: Employment Committee Meeting

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==========

DATE: Thursday, May 4, 1995

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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A G E N D A

1. *Call to Order*

2. *Approval of Minutes:*
   - *April 6, 1995*

3. *Introduction*

4. *Commissioner Report*

5. *Staff Report*

6. *The Unfinished Agenda - CAAP Status Report*
   Jim Martin, Coordinator - Consultant

7. *Architecture & Engineering Trainees/Airport Contracts.*
   Panetta Scott - Representative.

8. *Proposed revision of Civil Service Rule 1.03; Update of City Employment Discrimination Complaint Process*
   Frank Anderson.

9. *City departments affirmative action plans and the status of the City's workforce. Frank Anderson.*

10. *Affirmative Action Education Forum/Project:*

11. *Concerns*

13. *Announcements/Calendar Matters*
    - *Next committee meeting: June 1, 1995*

14. *Adjournment*

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

Agenda

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MEMORANDUM

May 25, 1995

TO: Employment Committee Members

FROM: Commissioner Mary Gomez-Daddio, Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, June 1, 1995

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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A G E N D A

1. *Call to Order*

2. *Approval of Minutes:*
   - *May 1, 1995*

3. *Introduction*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *City departments affirmative action plans and the status of the City's workforce.*

8. *Proposed revision of Civil Service Rule 1.03: Update of City Employment Discrimination Complaint Process.*

9. *Local Hiring Ordinance, No.286-94.*

10. *Affirmative Action Education Forum/Project:*
    - *Californians for Equal Opportunities (CEO).*
    - *3rd Asian American Civil Rights Symposium.*

11. *Architecture & Engineering Training Program.*

12. *The Unfinished agenda -- CAAP Status Report*
    - *Jim Martin, Coordinator-Consultant*
    - *African American Community-Wide Conference, June 10, 1995.*

13. *Announcements/Calendar Matters*
    - *Next committee meeting: August 3, 1995.*

14. *Adjournment.*

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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#1
1/21/95

Date: June 21, 1995

To: Employment Committee Members

From: Frank Anderson, Staff

Re: Meeting Schedule Reminder

There will be no committee meeting during the month of July 1995.

The next meeting of the committee is scheduled for:

Thursday, August 3, 1995

2;00 P.M.

HRC Office, 25 Van Ness Ave., S.F.

HAPPY 4th of July!

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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8/3/95

MEMORANDUM

Agenda

July 26, 1995

TO: Employment Committee Members

FROM: Commissioner Mary Gomez-Daddio, Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, August 3, 1995

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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A G E N D A

1. *Call to Order*

2. *Approval of Minutes:*
   - *June 1, 1995*

3. *Introduction*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *Architecture, Engineering and Construction Management Training Program Proposal.*

8. *California Department of Industrial Relations 1995 Report.*

9. *California Minimum Wage Increase.*

10. *The Unfinished Agenda .. Consultant's final report.*
    Jim Martin, Coordinator/Consultant

11. *U.S. Equal Employment Opportunity Commission's Local Enforcement Plan for San Francisco District.*

12. *Affirmative Action Education Forum/Project:*
    - *3rd Asian American Civil Rights Symposium*
    - *University of California Regents' position on Affirmative Action.*
    - *Californians for Equal Opportunities (CEO).*

13. *Announcements/Calendar Matters*
    - *Next Committee meeting: September 7, 1995.*

17. *Adjournment.*

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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9/7/95

Agenda

MEMORANDUM

September 1, 1995

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TO: Employment Committee Members

FROM: Commissioner Mary Gomez-Daddio, Chairperson
Commissioner Stanley Amino, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, September 7, 1995

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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AGENDA

1. *Call to Order*

2. *Approval of the Minutes:*
   - *June 1, 1995*
   - *August 3, 1995*

3. *Introduction*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *Old Business (August 3, 1995 Meeting):*

   Architecture, Engineering and Construction Management Training Program Proposal.

   California Department of Industrial Relations 1995 Report.

   California Minimum Wage Increase.

   The Unfinished Agenda..Consultant's final report.
   Jim Martin, Coordinator/Consultant

   U.S. Equal Employment Opportunity Commission's Local Enforcement Plan for San Francisco District.

   Affirmative Action Education Forum/Project:
   - *3rd Asian American Civil Rights Symposium*
   - *University of California Regents' position on Affirmative Action*
   - *Californians for Equal Opportunities (CEO)*

8. *New Business:*

   Lead Agency concept.

8. *New Business: (Cont'd)*

   Impact locally of federal budget cuts on programs.

   Affirmative Action Education Forum/Project

9. *Announcements/Calendar Matters*
   - Next Committee meeting: October 5, 1995.

10. *Adjournment.*

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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10/5/95

MEMORANDUM

September 28, 1995

TO: Employment Committee Members

FROM: Commissioner Mary Gomez-Daddio, Chairperson
Commissioner Stanley O. Animo, Vice-Chairperson

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SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, October 5, 1995

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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AGENDA

1. *Call to Order*

2. *Approval of Minutes:*
   - *September 7, 1995*

3. *Introduction*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *Lead Agency Update*

8. *Architecture, Engineering & Construction Management Training Program*
   - *Status Report*

9. *"The Unfinished Agenda"*
   - *Consultant's Final Report.*

10. *"Million Man March"*
    - *October 16, 1995*

11. *Sexual Harassment Issues*

12. *Labor Market and Job Fairs.*

13. *San Francisco Urban Institute.*

14. *Employment and Immigration:*
    - *"Hiring Outside of the U.S."*

15. *Affirmative Action Education Forum/Project*
    - *Bay Area Affirmative Action Movement's Mass General Meeting*
      October 5, 1995.
    - *Fair Employment & Housing Commission Meeting*
      October 6, 1995.

16. Announcements/Calendar Matters
- Next Committee meeting: November 2, 1995.

17. Adjournment.

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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MEMORANDUM

October 23, 1995

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TO: Employment Committee Members

FROM: Commissioner Mary Gomez-Daddio, Chairperson
Commissioner Stanley O. Animo, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, November 2, 1995

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, twenty-four (24) hours in advance, if you are unable to attend this meeting.

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1. Call to Order

2. Approval of Minutes

   - October 5, 1995

3. Introduction

4. Commissioner Report

5. Staff Report

6. Committee Concerns and Public Comment

7. Old Business:

   - San Francisco Urban Institute
   - Employment and Immigration: "Hiring Outside of the U.S."
   - Labor Market and Job Fairs
   - Sexual Harassment Issues

8. New Business:

   Discrimination Complaints Profile

   Kevin Williams, HRC Compliance Officer

   Garment Workers Issues

   - Sweatshop Watch
   - "The Child Behind the Label"

9. Affirmative Action Education Forum Project

10. Announcements/Calendar Matters
    - Next Committee meeting: DECEMBER 7, 1995

11. Adjournment.

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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1/7/95

MEMORANDUM

December 1, 1995

TO: Employment Committee Members

FROM: Commissioner Mary Gomez-Daddio, Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, December 7, 1995

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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Know Your Rights Under the Sunshine Ordinance

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For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 554-6075.

AGENDA

1. Call to Order

2. Approval of Minutes:
   - October 5, 1995
   - November 2, 1995

3. Introduction

4. Commissioner Report

5. Staff Report

   - Acknowledgement of Commissioner Stan Animo's life and public service
   - New Sunshine Ordinance provision
   - Employment Committee Membership
   - Proposed procedure for bringing a concern to the attention of the Employment Committee
   - Voters November 7th action on propositions

- SPUR's Silver Spur luncheon and award recipients

- Concern follow-up:

  - Java City - Diversity/Accessibility concern
  - Rec & Park - staffing pattern concern
  - Cocaine vs. Crack - Fairness in the workplace concern
  - Bay Area Diversity Day Job Fair - (November 14, 1995)

6. Committee Concerns and Public Comment

7. Sweatshop conditions/"Child Behind the Label", continued discussion from November 2, 1995 meeting

8. Request to HRC from COSW to co-sponsor a public hearing on sexual harassment (January 18, 1996)

   Proposal to establish a subcommittee/taskforce to advise HRC on sexual harassment public hearing and related matters.

9. Profile of Employment Discrimination Complaints - FY 1994 - 1995, HRC

   Kevin B. Williams, Compliance Officer, HRC

10. Affirmative Action Education Forum/Project:

    Asian perspective on affirmative action
    ("3rd Asian American Civil Rights Symposium")

11. Announcements/Calendar Matters

    - Next Committee Meeting - February 1, 1996

    There is no Committee meeting during the month of January, 1995.

12. <u>ADJOURNMENT</u>

    Adjournment in memory of Commissioner Stanley O. Animo.

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City & County of San Francisco
Human Rights Commission
Employment Committee Members

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Agenda

Announcements/Calendar Matters

- Next Committee Meeting - February 1, 1996

There is no Committee meeting during the month of January

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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MEMORANDUM

January 25, 1996

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TO: Employment Committee Members

FROM: Commissioner Mary Gomez-Daddio, Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, February 1, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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A G E N D A

1. *Call to Order*

2. *Approval of Minutes*

3. *Introduction*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *California Palace of the Legion, Final Workforce Report...James Fields*

8. *Revision of data format; Profile of Employment Discrimination Complaints FY 1994-95.*

9. *Public Hearing of January 18, 1996 on Sexual Harassment and HRC Task Force on Sexual Harassment...Mary Gomez Daddio*

10. *Architecture & Engineering/Construct Management Report...Panetta Scott*

11. *Inside Wiremen Official Job Announcement (November 10, 1995)...Frank Anderson and John Scott.*

12. *Affirmative Action Education Forum/Project.*
    - *Hispanic perspective on Affirmative Action...Mary Gomez Daddio, Robert Rojas and Frank Tasterin.*

- *Update on Affirmative Action Activities...Frank Anderson*

13. *Announcements/Calendar Matters*
    - Next Committee meeting: March 7, 1996.

14. *Adjournment.*

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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MEMORANDUM

March 1, 1996

TO: Employment Committee Members

FROM: Frank Anderson, Staff

SUBJECT: Employment Committee Meeting

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DATE: Thursday, March 7, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson at the HRC office at 252-2503, twenty-four (24) hours in advance, if you are unable to attend this meeting.

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AGENDA

1. Call to Order

2. Approval of the Minutes

3. Introduction

4. Commissioner Report

5. Staff Report

6. Committee Concerns and Public Comment

7. Committee Orientation
   - Part I (March 7, 1996)
     - Role, Responsibilities, Rules and Procedure
     - History of the Committee, Membership
   - Part II (April 4, 1996)
     - Programs, Projects, Staffing

8. Mayor Willie L. Brown, Jr.
   - Vision for employment/economic development
   - Appointments to HRC
   - Economic Summit

9. Living Wage Act of 1996 Initiative

10. Ordinance Amending Administrative Code
Section 12B.1 and 12B.2 -- Non discrimination Provisions.

11. Sexual Harassment in the workplace training program
(February 24, 1996) for city officials and managers.

12. Acknowledgment of Henry Der, Executive Director of Chinese for
Affirmative Action, community service.

13. Affirmative Action Education Forum/Project.

California Civil Rights Initiative.

14. Announcement/s Calendar matters
- Next Committee meeting: April 14, 1996.

15. Adjournment.

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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MEMORANDUM

March 28, 1996

TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, April 4, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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A G E N D A

1. *Call to Order*

2. *Approval of Minutes*

3. *Introduction*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *Commission Orientation*
   - *Recap Part I (March 7, 1996)*
   - *Part II - Programs, Projects, Staff Resources*
     - *Employment Issues:*
       - *Demographics*
       - *Economic conditions*
       - *Jobs*
       - *Training*
       - *Role of government*

8. *Mayor's Economic Summit - Update*

9. *May 26, 1996 Propositions:*
   - *(a) Moscone Center Expansions*
   - *(b) New Giants Ballpark*

10. *Affirmative Action Education Forum/Project*

11. *Announcements/Calendar matters*
- *Next Committee meeting - May 2, 1996*

12. *Adjournment.*

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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MEMORANDUM

April 24, 1996

TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, May 2, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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A G E N D A

1. *Call to Order*
2. *Introduction*
3. *Approval of Minutes*
4. *Commissioner Report*
5. *Staff Report*
6. *Committee Concerns and Public Comment*

OLD BUSINESS; CONTINUED FROM APRIL 4, 1996 MEETING:

1. *May 26, 1996 Propositions-Employment Opportunities*
   - *(a) Moscone Center Expansion*
   - *(b) New Giants Ballpark*
2. *Affirmative Action Education Forum/Project*
   - *California Civil Rights Initiative*

NEW BUSINESS

1. *Mayor Willie Brown's Economic Summit of April 1996*

2. *Proposed Ordinance to amend Administrative Code - Chapter 12B - Nondiscrimination provisions.*

3. *Project Stabilization Agreement for San Francisco International Airports Master Plan Construction Project.*

4. *Garment Industry:*
   - *Sweatshop Watch*
   - *MOCD Revolving Loan Fund*
   - *"Zoned for Slavery - The Child behind the Label" (Video - 23 Minutes)*

5. *Annoucement/Calendar Matters*
   - *Next Committee Meeting - June 6, 1996*

6. *Adjournment*

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

Revised - April 30, 1996

April 24, 1996

TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, May 2, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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REVISED AGENDA - APRIL 30, 1996

1. *Call to Order*
2. *Introduction*
3. *Approval of Minutes*
4. *Commissioner Report*
5. *Staff Report*
6. *Committee Concerns and Public Comment*

OLD BUSINESS; CONTINUED FROM APRIL 4, 1996 MEETING:

1. *May 26, 1996 Propositions-Employment Opportunities*
   - *(a) Moscone Center Expansion*
   - *(b) New Giants Ballpark*
2. *Affirmative Action Education Forum/Project*
   - *California Civil Rights Initiative*

REVISED AGENDA -- APRIL 30, 1996

NEW BUSINESS

*1. *Assembly Bill No. 2441; Labor Code relating to public works and prevailing wages.*

*2. *Proposal to create incentives to city contractors who adopt Domestic Partner Policy in their employment.*

*3. *Summer Jobs for Youth 1996.*

*4. *Allegations of discrimination and harrassment of minority workers at Norcal Waste Systems, Inc.*

5. *Mayor Willie Brown's Economic Summit of April 1996*

6. *Proposed Ordinance to amend Administrative Code - Chapter 12B - Nondiscrimination provisions.*

7. *Project Stabilization Agreement for San Francisco International Airports Master Plan Construction Project.*

8. *Garment Industry:*
   - *Sweatshop Watch*
   - *MOCD Revolving Loan Fund*
   - *"Zoned for Slavery - The Child behind the Label" (Video - 23 Minutes)*

9. *Annoucement/Calendar Matters*
   - *Next Committee Meeting - June 6, 1996*

10. *Adjournment*

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City and County of San Francisco

Human Rights Commission

Dispute Resolution
Contract Compliance
Minority/Women Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

MEMORANDUM

May 31, 1996

TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SF
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6/6/96

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, June 6, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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AGENDA

1. Call to Order

2. Introduction

3. Approval of Minutes

4. Commissioner Report

5. Staff Report

6. Committee Concerns and Public Comment

7. Garment Industry Issues

8. Broadcast Skills Bank

   Diane Fortson

9. San Francisco International Airport Construction Project Stabilization Agreement

   Tse Ming Tam, Chinese for Affirmative Action

10. Domestic partner benefit proposal Relative to Amending the San Francisco Administrative Code Chapter 12B.1-12C12C.2 inclusive.

11. Summer Jobs For Youth - Update:

    - Camp Mather Hires

12. Survey of city departments in relationship to the impact of the California Civil Rights Rights Initiative.

13. Affirmative Action Education Forum/Project:

    A. "True Colors"; racial diversity in the workplace

    B. Fairness in Media public hearing

14. Announcement/Calendar Matters

    Next Committee Meeting - August 1, 1996
    No meeting during the month of July 1996

15. Adjournment

FA:se

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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7/4/96 Cancelled
No Meeting July 1996

MEMORANDUM

TO: Employment Committee Memebers

FROM: Frank Anderson FA

DATE: July 1, 1996

RE: Meeting schedule and other events.

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1. The Employment Committee meeting of July 4, 1996 has been canceled due to the fourth of July holiday. There will be no meeting during the month of July 1996.

2. The next Employment Committee meeting is scheduled for Thursday, August 1, 1996; 2:00p.m.; HRC office.

3. The following events welcome our support and participation: (see enclose invitations for details).

   - Sweatshop Watch's reception for "Faces Behind The Labels" July 19, 1996.

   - Broadcast Skills Bank's reception for "The Color of Fear" August 1, 1996.

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City and County of San Francisco

Human Rights Commission

Dispute Resolution
Contract Compliance
Minority/Women Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

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#1
8/1/96

MEMORANDUM

July 25, 1996

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TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, August 1, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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A G E N D A

1. *Call to Order*

2. *Introduction*

3. *Approval of Minutes*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *Special Order:*
   San Francisco Fire Department Recruitment for Firefighters. Representatives from the SFFD and Video (12 mins.) presentation.

8. *Old Business:*

   A. *Survey of City departments in relationship to the impact of the California Civil Rights Initiative.*

   B. *Affirmative Action Education Forum/Project:*
      1. *"True Colors"; racial diversity in the workplace*
      2. *Fairness in Media public hearing.*

C. *Summer Jobs for Youth - Status Report...Greg Marutani, Private Industry Council.*

D. *Domestic partner benefit proposal Relative to Amending the San Francisco Administrative Code update.*

E. *The apparent poor use of the Southeast Community Center for educational and other related functions: Reconsider of previous action by Employment Committee.*

9. *New Business:*

A. *New City Charter Mandates for HRC*

B. *Community concerns regarding Civic Center Public Works Project.*

10. *Announcements/Calendar matters*
- *Next Committee meeting - September 5, 1996*

11. *Adjournment.*

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City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Edwin M. Lee
Director

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#1
9/5/96

MEMORANDUM

August 30, 1996

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TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, September 5, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

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AGENDA

1. Call to Order

2. Introduction

3. Approval of Minutes

4. Commissioner Report

5. Staff Report

6. Committee Concerns and Public Comment

7. Old Business:

   A. New City Charter Mandates for HRC:

   Committee to suggest guidelines for employment matters.

   B. Investigation of Southeast Community Center/SFCC for educational and other related functions.

   C. Community concerns regarding Civic Center Public Works Projects
   Ed Campos, HRC Compliance Representative

8. New Business:

A. "Using Local Hiring Programs to Promote Employment Opportunities in Low-Income Communities: Examples and Practical Considerations"; 1996 report by the National Economic Development and Law Center (Stephanie Hoffner).

B. Exotic Dancers Alliance:
Employment complaint/concerns of the workers in this industry.
Kevin Williams, HRC Compliance Officer

C. Where the jobs are in the City?:
Report by San Francisco Planning Department.

9. Announcement/Calendar matters
Next Committee meeting - October 3, 1996

FA:se

City and County of San Francisco

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

MEMORANDUM

September 26, 1996

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/3/96

TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, October 3, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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A G E N D A

1. *Call to Order*
2. *Introduction*
3. *Approval of Minutes*
4. *Commissioner Report*
5. *Staff Report*
6. *Committee Concerns and Public Comment*
7. *Old Business:*

A. Inquiry into the use of the Southeast Community Center/SFCC for educational and other related functions....Bernice Brown, San Francisco Community College District.

B. Employment concerns regarding Civic Center Public Works projects.... Susie Suafai, Huber, Hunt and Nichols (City Hall Contractor).

C. Exotic Dancers Alliance: Employment Complaint/concerns of the workers in this industry....Designated industry spokesperson.

8. *Affirmative action Education Forum/Project*
   Proposition 209 - California Civil Rights Inititiative
   November 5, 1996 election.

9. *Announcements/Calendar matters*
   - *Next Committee meeting - November 7, 1996*

10. *Adjournment.*

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

MEMORANDUM

November 1, 1996

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TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

11/7/96

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, November 7, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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A G E N D A

1. *Call to Order*

2. *Introduction*

3. *Approval of Minutes: September 5, 1996 and October 3, 1996*

4. *Commissioner Report:*
   - *Introduction of Ms. Marivic S. Bamba, Executive Director, Human Rights Commission.*

5. *Staff Report:*
   - *Prop. 209: Prohibition Against Discrimination or Preferential Treatment by State and other Public Entities.*
   - *Prop. 210: Minimum Wage Increase*
   - *Exotic Dancers Alliance employment issue update; HRC's request to the Lusty Lady adult entertainment center.*

6. *Committee Concerns and Public Comment*

7. *Building and Construction Trades perspective on the City's public works projects:*
   Mr. Stanley M. Smith
   Secretary-Treasurer and Business Representative
   San Francisco Building and Construction Trades Council

8. *S.F. War Memorial Opera House Project:*
   Mr. Robert Lowe Contract/Employment Representative
   Morse Diesel International, Inc.

9. *Semi-annual Reports for the Mayor's Office of Community Development (MOCD) contract awards from April 1, 1996 thru September 30, 1996:*
   Gary Wong, HRC Contract Compliance Officer

10. *Announcements/Calendar matters*
    Next Committee Meeting - December 5, 1996

    There will be no Committee Meeting during the month of January, 1997.

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Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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5/96

MEMORANDUM

November 26, 1996

TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, December 5, 1996

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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AGENDA

1. Call to Order

2. Introduction

3. Approval of Minutes

4. Commissioner Report

5. Staff Report

6. Committee Concerns and Public Comment

7. Prevailing Wage allegations regarding Opera House Project Investigative Report....Mr. Ed Campos, HRC Representative.

8. "Working It" -- Employment Video produced by Coleman Advocates for Children & Youth.

9. City Contracts: Non-Discrimination in Benefits -- Domestic Partners Benefits Ordinance (Amending Ch.12B of the San Francisco Administrative Code)....Ms. Cynthia Goldstein, HRC Representative.

10. Welfare Reform and Employment: A discussion.
    -- November 15, 1996 Welfare Reform Conference Report... Ms. Richey Rice-Gore.

11. Announcements/Calendar matters
    -- Next Committee Meeting - February 6, 1996.
    There will be no Committee meeting during the month of January, 1997.

12. Adjournment.

ity and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

MEMORANDUM

80.40

January 27, 1997

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TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

6/97

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, February 6, 1997

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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AGENDA

1. Call to Order
2. Introduction
3. Approval of Minutes
4. Commissioner Report
5. Staff Report
6. Committee Concerns and Public Comment
7. Job Fairs:
   - Mayor Brown's Job Fair
   - Bay Area Urban League Job Fair
   - Other Job Fairs

8. Legal Status of the City & County of San Francisco's Affirmative Action Programs
   Ms. Jayne Lee, Deputy City Attorney

9. Proposed ideas for City legislation for Jobs Program:
   A. Youth Hire/Internship Program
      Mr. John Avalos, Coleman Advocates for Youth & Children
   B. Welfare Reform Employment Program
   C. Local Hire Program beyond construction
10. Workforce diversification issues
11. Employment Committee: review, evaluation and plans
12. Announcements/Calendar matters
    -- Next Committee Meeting - March 6, 1997
13. Adjournment

FA:se

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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6/97

MEMORANDUM

February 27, 1997

TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, March 6, 1997

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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A G E N D A

1. Call to Order
2. Introduction
3. Approval of Minutes
4. Commissioner Report
5. Staff Report
6. Committee Concerns and Public Comment
7. Acknowledgment of 1996 Employer Recognition Award to the Human Rights Commission by New Ways Workers
8. Community Development Block Grant Program
   re: Welfare Reform
9. Support funding request for two Sexual Harassment Investigator/Trainer positions for the Department of Human Resources, Equal Employment Opportunity Unit
10. SF Sewage Treatment Plant, Spec. No. 1132N; Final report regarding settlement of complaints of discrimination filed against Jeffco Painting Co.
11. (3:00 - Time Certain)
    Employment Committee: Review, Evaluation and Plans
12. Announcements/Calendar matters
    - Next Committee Meeting - April 3, 1997
13. Adjournment

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

MEMORANDUM

80.40

March 27, 1997

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TO: Employment Committee Members

3/97

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, April 3, 1997

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Committee Members: Please notify Frank Anderson (252-2503) twenty-four (24) hours in advance, if you are unable to attend this meeting.

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice.
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A G E N D A

1. *Call to Order*
2. *Introduction*
3. *Approval of Minutes*
4. *Commissioner Report*
5. *Staff Report:*
6. *Committee Concerns and Public Comment*
7. *Bay Area Urban League 1997 Dirversity Career Fair*
8. *Mayor's Youth Employment and Education Program (MYEEP) in Downtown*
9. *Women elevator and maintenance trade goals.*
   Ms. L.J. Dolin

10. Airport Project Stabilization Plan - Update
Staff representatives from SF International Airport

11. Announcement/Calendar matters
- Next Committee meeting - May 1, 1997

12. Adjournment

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

0.40

MEMORANDUM

April 24, 1997

/97

TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, May 1, 1997

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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AGENDA

1. Call to Order
2. Introduction
3. Approval of Minutes: April 3, 1997
4. Commissioner Report
5. Staff Report
6. Committee Concerns and Public Comment
7. Old Business:
   - Women elevator and maintenance trade goals
   - HRC Taskforce Report
8. Office of the City Attorney; Deputy City Attorney Report:
   - Proposed changes to Administrative Code Ch. 12B - City's non-discrimination ordinance
   - Prop. 209 (Legal status of affirmative action programs) court decision
9. Recap of employment status/compensation issues
   Ed Campos - HRC Compliance Representative

10. Apparel industry code of conduct agreement re: Sweatshop Watch
    - SB 46; Anti-Sweatshop Legislation
11. Airport Commission Workforce Equal Employment Opportunity (EEO) Report - January 15, 1997
12. Goodwill April 10, 1997
    Career Day Fair
13. Announcements/Calendar matters
    - Next Committee Meeting - June 5, 1997
14. Adjournment

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

MEMORANDUM

May 29, 1997

TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, June 5, 1997

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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AGENDA

1. *Call to Order*

2. *Introduction*

3. *Approval of Minutes May 1, 1997*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *Summer Jobs For Youth Report:*
   Greg Marutani...Private Industry Council
   Tarah Smith.... New Ways Workers

8. *Municipal Bond Measures (June 3, 1997):*
   - *A. City College and School Bonds*
   - *B. Cultural Center Bonds*
   - *C. Zoo Bonds*

9. *Municipal Bond Measure D and Ordinance F (June 3, 1997)*
   re: Football Stadium.

   The 49ERS Stadium Proposal: Jobs and Business Opportunities

   Video Presentation and Discussion

10. *Taskforce Report: Women elevator and maintenance trade issues.*
    Time Certain: 3:15 p.m.

11. *Announcements/Calendar Matters*
    - *Next Committee Meeting - August 7, 1997*
      (No meeting during the month of July 1997)

12. *Adjournment*

/mc

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

SF
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8/7/97

MEMORANDUM

August 1, 1997

TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, August 7, 1997

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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A G E N D A

1. *Call to Order*

2. *Introduction*

3. *Approval of Minutes of June 5, 1997*

4. *Commissioner Report*

5. *Staff Report*

   -Women elevator and maintenance trade issues taskforce.

   -"A Partnership for a Forgotten San Francisco"-Video; Follow-up discussion.

   -Sweatshop Watch's local proposed legislation.

   -Campaign to Abolish Poverty: San Francisco a Full Employment Zone.

6. *Committee Concerns and Public Comment*

7. *San Francisco New Main Library Final Report...Susie Suafai*

8. *Project Step-Up; Preparing Workers for the construction/industrial maintenance trades.*

9. *Announcements/Calendar Matters*
   - *Next Committee Meeting- September 4, 1997*

10. *Adjournment*

/mc

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

MEMORANDUM

August 29, 1997

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TO: Employment Committee Members

FROM: Commissioner Rhonda Rochon, Chair
Commissioner Youn-Cha Shin Chey, Vice-Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, September 4, 1997

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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A G E N D A

1. *Call to Order*

2. *Introduction*

3. *Approval of Minutes August 7, 1997*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *Prop. 209*

8. *Youth Jobs Study*

9. *Program In Diversity For the Design, Construction and Operation of Pacific Bell Park.*
   Grant Mickins, Project Manager
   The Jefferson Company

10. *Chapter 12B Revisions - Nondiscrimination in Contracts.*

11. *GAP, Inc., Employment Program*
    Sheila Peters, Vice President, Human Resources
    Gap, Inc.

12. *Announcements/Calendar Matters*
    - *Next Committee Meeting - October 2, 1997*

13. *Adjournment*

/ae

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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1/2/97

MEMORANDUM

September 24, 1997

TO: Employment Committee Members

FROM: Commissioner Youn-Cha Shin Chey, Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, October 2, 1997

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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A G E N D A

1. *Call to Order*

2. *Introduction*

3. *Approval of Minutes September 4, 1997*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *Status of the City's Affirmative Action Programs*
   Ms. Lori Giorgi, Deputy City Attorney, Office of the City Attorney

8. *Youth Jobs Taskforce:*

   - *Taskforce report*
   - *Coleman Advocates for Children & Youth:*
     Ms. Margaret Brodkin, Director
   - *Public Comment*

9. *Women Elevator and Maintenance Trade Issues Taskforce:*

   - *Taskforce report update*

10. *SWEATSHOP WATCH*

    - *Activities update*

11. *Announcements/Calendar Matters November 6, 1997*

    - *Next Comittee Meeting*

12. *Adjournment*

/ae

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

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80.40
6/97

MEMORANDUM

October 28, 1997

TO: Employment Committee Members

FROM: Commissioner Youn-Cha Shin Chey, Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, November 6, 1997

TIME: 2:00 P.M.

PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

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2. *Introduction*

3. *Approval of Minutes October 2, 1997*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *Follow-up Reports:*

   a. *Building & Construction Trades Apprentices Information Fair - October 4, 1997.*
   Ms. Luna Yasui, Chinese For Affirmative Action

   b. *Sweatshop Watch National Day of Conscience October 4, 1997 and other activities.*
   Frank Anderson, HRC.

   c. *Campaign to Abolish Poverty/Full Employment Coalition Forum - October 23, 1997.*
   Frank Anderson, HRC.

8. *Youth Jobs Study Taskforce:*

   - *Update*
   - *Matt Onek, Youth Commission*
   - *Representative form Youth Employment Coalition*

9. *Gender Identity Laws and Issues*
   Ms. Marianna Balquiedra, HRC

10. *Exotic Dancer's Alliance Recommended Standards for Operation of Adult Entertainment theaters in the City and County of San Francisco.*
    Ms. Johanna Breyer, Exotic Dancer's Alliance.

11. *Women Elevator and Maintenance Trade Issues Taskforce Report.*

12. *Announcements/Calendar Matters*

    - *Next Committee Meeting - December 4, 1997*

13. *Adjournment*

/ae

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Marivic S. Bamba
Executive Director

MEMORANDUM

November 24, 1997

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TO: Employment Committee Members

FROM: Commissioner Youn-Cha Shin Chey, Chairperson

SUBJECT: Employment Committee Meeting

==========

DATE: Thursday, December 4, 1997

TIME: 2:00 P.M.

PLACE: Human Rights Commission
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2. *Introduction*

3. *Approval of Minutes November 6, 1997*

4. *Commissioner Report*

5. *Staff Report*

6. *Committee Concerns and Public Comment*

7. *Follow-up Reports:*

   - *SWEATSHOP WATCH Report - Fall, 1997*

   - *UPS: Employees allegations of employment discrimination against United Parcel Service - S.F.*

   - *Exotic Dancers Alliance (E.D.A.) proposal: Standards for operation of Adult Entertainment Theaters in the City and County of San Francisco.*

8. *Youth Jobs Study Taskforce:*

   - *Update*
   - *Public Comment/Designated Speakers.*

9. *San Francisco Giants' Pacific Bell park Project;*
   Job Training and Placement Program:
   Mr. Todd W. Clayter, The Jefferson Company
   Ms. Corrine White, Huber, Hunt & Nicholls, Inc.

10. *Women Elevator and Maintenance Trade Issues Taskforce Report.*

11. *Announcements/Calendar Matters*

    - *Next Committee Meeting - February 5, 1998*
    - *There will be no Committee Meeting during the month of January, 1998.*

12. *Adjournment*

/ae

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